

SCHEDULE OF COMPENSATION

The following contains the schedule of compensation filed with the Revisor of Statutes by the Missouri Citizen's Commission on Compensation for Elected Officials as required by the Missouri State Constitution, Article XIII.

November 27, 2000

The Honorable Rebecca McDowell Cook
Secretary of State
600 West Main
Jefferson City, Missouri 65102

Donald Prost
Revisor of Statutes
Committee on Legislative Research
Room 117-A
State Capitol
Jefferson City, Missouri

Dear Secretary of State Cook and Mr. Prost:

Article XIII, Section 3 of the Missouri Constitution requires that the Missouri Citizen's Commission on Compensation for Elected Officials file a report before December 1. The Commission's report is attached and contains the schedule of compensation required.

Sincerely,

John Ebeling
Chairman

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MISSOURI CITIZENS COMMISSION ON COMPENSATION FOR ELECTED OFFICIALS COMPENSATION SCHEDULE

	FY 2001 Actual	5.5% Salary Adjustment	Base Adjustment	Leadership Differential	FY 2002 Compensation	FY 2002 Base	5.5% Salary Adjustment	Leadership Differential	FY 2003 Compensation
Statewide elected officials									
Governor	119,932	6,599	0	0	126,531	126,531	6,962	0	133,493
LL Governor	77,079	4,233	0	0	81,312	81,312	4,472	0	85,783
Secretary of State	86,350	5,259	0	0	91,609	91,609	5,591	0	97,200
Attorney General	104,227	5,732	0	0	109,959	109,959	6,048	0	116,007
Treasurer	96,350	5,259	0	0	101,609	101,609	5,591	0	107,200
Auditor	96,350	5,259	0	0	101,609	101,609	5,591	0	107,200
General Assembly									
Senator	31,246	1,719	0	0	32,965	32,965	1,813	0	34,778
Representative	31,246	1,719	0	0	32,965	32,965	1,813	0	34,778
Speaker of the House	31,246	1,719	0	2,500	35,465	35,465	1,813	3,000	37,778
President Pro Tem of the Senate	31,246	1,719	0	2,500	35,465	35,465	1,813	3,000	37,778
Speaker Pro Tem of the House	31,246	1,719	0	1,500	34,465	34,465	1,813	2,000	36,778
Majority Floor Leader of the Senate	31,246	1,719	0	1,500	34,465	34,465	1,813	2,000	36,778
Majority Floor Leader of the House	31,246	1,719	0	1,500	34,465	34,465	1,813	2,000	36,778
Minority Floor Leader of the Senate	31,246	1,719	0	1,500	34,465	34,465	1,813	2,000	36,778
Minority Floor Leader of the House	31,246	1,719	0	1,500	34,465	34,465	1,813	2,000	36,778
Per diem is to be increased at 80 percent of the federal per diem in Jefferson City.									
Judiciary									
Supreme Court - Chief Justice	121,000	6,765	0	2,500	130,265	130,265	7,137	2,500	139,402
Supreme Court	123,000	6,765	0	0	129,765	129,765	7,137	0	136,902
Court of Appeals Judge	115,000	6,325	0	0	121,325	121,325	6,673	0	127,998
Circuit Court Judge	108,000	5,940	0	0	113,940	113,940	6,267	0	120,207
Associate Circuit Court Judge	96,000	5,260	1,000	0	102,260	102,260	5,625	0	107,885

Mileage for all positions is to be increased to the prevailing State of Missouri - Office of Administration rate.



Report of the
Missouri Citizens' Commission
on Compensation
for Elected Officials

November 2002

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Missouri Citizens' Commission on Compensation for Elected Officials

November 27, 2002

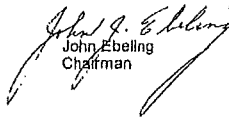
The Honorable Matt Blunt
Secretary of State
600 West Main
Jefferson City, Missouri 65102

Patricia L. Buxton
Revisor of Statutes
Committee on Legislative Research
Room 117-A
State Capitol
Jefferson City, Missouri

Dear Secretary of State Blunt and Ms. Buxton:

Article XIII, Section 3 of the Missouri Constitution requires that the Missouri Citizen's Commission on Compensation for Elected Officials file a report before December 1. The Commission's report is attached and contains the schedule of compensation required.

Sincerely,


John Ebeling
Chairman

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EXECUTIVE SUMMARY OF RECOMMENDATIONS

Statewide elected officials and General Assembly

- 6.8 percent increase for both Fiscal Year 2004 and Fiscal Year 2005 using the pay plan model developed for the rest of state government employees by the state's Personnel Advisory Board and the Missouri Commission on Total Compensation.
 - 3.8 percent for a general structure adjustment.
 - 2.0 percent equivalent to one within grade step.
- The Commission believes that statewide elected officials and the General Assembly should be granted the same salary increases as other state employees receive. The Commission urges the Governor and General Assembly to provide a salary increase in Fiscal Year 2004 and Fiscal Year 2005 for state employees. In addition, the Commission urges the Governor and the General Assembly to provide funding to deal with increased health care costs so that state employees do not suffer net pay decreases in the future.
- The Commission's compensation schedule is not intended to be added on top of any other general, uniform increase given to other state employees. Nor does the Commission intend that any general, uniform increase be added on top of the compensation schedule.

Judiciary

- \$6,000 base increase each year for all levels of the judiciary.

Future of the Commission

- The members recommend that if the General Assembly does not fund in whole, or in part, the recommendations of the Commission that a constitutional amendment should be submitted to the voters in August 2004 to either:
 - a. Change the structure of the Commission so that the recommendations are binding upon the General Assembly and stand appropriated, or
 - b. Abolish the Commission.
- The recommendations of the Commission were ignored and criticized in 1996, 1998, and 2000. Members of the Commission recognize that this year's recommendations may receive the same fate. If that is the case then it is clear that the current constitutional provisions are not working and will not work.
- When government tries an activity that does not work it should be changed or eliminated. Continuation of the Commission and the reaction to its recommendations only serve to bring state government into disrepute with Missourians. It is unfair to our citizens and the members of the Commission who take time out of their lives to serve the state to continue this process as currently constituted.

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MISSOURI CITIZEN'S COMMISSION ON COMPENSATION FOR ELECTED OFFICIALS

MEETINGS

The Missouri Citizen's Commission on Compensation for Elected Officials was organized under the provisions of Article XIII Section 3 of the Constitution of Missouri. The Commission met to complete the second phase of its four-year term. The Commission includes the following members at the time of this report.

<u>Name</u>	<u>City</u>	<u>Appointed by</u>
John Ebeling, Chair	Manchester	Governor
Margaret J. May, Vice-Chair	Kansas City	Governor
Larry Barnhart	Long Lane	Secretary of State -- random selection for 4 th Congressional district
Laura Brenton	Independence	Secretary of State -- random selection for 5 th Congressional district
John Michael Bruno	St. Louis	Secretary of State -- random selection for 3 rd Congressional district
Maureen Buscher	Warrenton	Governor
Phillip Caltagirone	Fenton	Secretary of State -- random selection for 1 st Congressional district
Terry Cross	Hollister	Secretary of State -- random selection for 7 th Congressional district
J. Joseph Dahlem	St. Louis	Secretary of State -- random selection for 2 nd Congressional district
Kevin Dailey	Mercer	Secretary of State -- random selection for 6 th Congressional district
Jean Dudgeon	Kirksville	Governor
Sue Grigsby	West Plains	Secretary of State -- random selection for 8 th Congressional district
Barry Guler	Sweet Springs	Governor
James Hill	Ellington	Governor
Yetta Kilgore	St. Louis	Governor
Phyllis Woolen Markus	St. Louis	Governor
Robert Mueller	St. Louis	Governor
James A. Pudlowski	St. Louis	Supreme Court en banc
Phillip Ryan	Hannibal	Secretary of State -- random selection for 9 th Congressional district
Rhonda Stafford	Cassville	Governor

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The Commission held a total of four public hearings and a final meeting to complete its recommendations. The meetings helped the Commission understand its mandate and fulfill its mission to create a schedule of compensation in accordance with the state's constitution. The meetings included:

October 3, 2002 – Kansas City – Organizational meeting and public hearing

During the organizational meeting the Commission discussed the outcome of its recommendations from two years ago. The Commission discussed the budget shortfalls the state has experienced. In addition, some preliminary discussion took place on the effect on salaries of health care cost increases faced by state employees over the same time period. The Commission also heard an update on the work on salaries and benefits by the state's Personnel Advisory Board and the Missouri Commission on Total Compensation appointed by Governor Holden. The Commission discussed the ground rules for presentation at the public hearings.

At the public hearing the Commission heard testimony from an Associate Circuit Court Judge about the work load carried by associate circuit court judges throughout the state. He explained how he is assigned cases outside of his county and how this happens throughout the state for judges in the system. Given the workload, the Commission asked about changing to a one tier trial court system by converting associate circuit court judges to circuit court judges. The Commission heard testimony about the role of each level of the judiciary. It was noted that the gap between the various judicial levels had grown over the years due to percentage increases in salaries being adopted by the legislature. He brought to the Commission a plan to close the gap. Appellate judges would be paid 95%, circuit judges 90%, and associate circuit judges 90% less \$5,000 of Supreme Court judge salaries.

October 17, 2002 – Cape Girardeau – Public hearing

The Commission heard public testimony from several associate circuit court judges and a retired judge. The Commission heard testimony about the importance of having a well qualified judiciary. The Commission heard testimony about how the two tier trial court system was adopted. In areas of the state where judges have to run for election, the disparity between associate circuit judges who must run for election every four years was compared to circuit court judges who have to run every six years instead. The Commission heard testimony about the importance of the associate circuit court judges to the trial court system. Given the workload the Commission asked about changing to a one tier trial court system by converting associate circuit court judges to circuit court judges. In addition, the system of assigning judges both within and outside their home counties was explored at length. Testimony also highlighted the fact that circuit judges have court reporters compared to associate circuit judges who receive only recording equipment. The Commission heard about how percentage pay increases have widened the pay differential between the various levels of the judiciary. According to testimony, the widening disparity in salaries creates significant animosity and frustration among the judges given the similarity in the associate circuit and circuit court workloads. The disparity in salaries then carries over to retirement benefits that are based on salaries thus furthering the frustration. A plan to close the gap was proposed. The plan would establish the Supreme Court salaries. Appellate judges would be paid \$5,000 less, circuit court judges \$10,000 less, and associate circuit court judges \$15,000 less than the Supreme Court judges.

October 24, 2002 – Springfield – Public hearing

The Commission heard testimony from an associate circuit court judge. The Commission heard testimony about the importance of the associate circuit court judges to the trial court system. In addition, the system of assigning judges both within and outside their home counties was explored. The Commission heard about how percentage pay increases had widened the pay differential between the various levels of the judiciary. The current salaries do not reflect the proper value of the workload of the associate circuit court judges. The disparity in salaries then carries over to retirement benefits that are based on salaries thus furthering the frustration. Given the workload the possibility of changing to a one tier trial court system by converting associate circuit court judges to circuit court judges was discussed. A plan to close the salary gap was proposed. The plan would establish the Supreme Court salaries. Appellate judges would be paid \$5,000 less, circuit court judges \$10,000 less, and associate circuit court judges \$15,000 less than the Supreme

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Court judges. The impact on salaries of the substantial increases in employee health care premiums was explained. Those cost increases have resulted in net pay reductions for judges and other state employees.

November 7, 2002 – St. Louis – Public hearing

The Commission heard public testimony from members of the public, a Supreme Court judge, an ex-Appeals Court judge, other state judges, and a state senator. A witness, who was a state employee, suggested that members of the legislature should not receive a pay increase because they have failed to adequately address the problems of the state in many areas – state employee salaries and the effect of large health care cost increases, workload increases, turnover, and the budget cuts on those less fortunate and on higher education.

The Commission heard testimony about the importance of having a well qualified judiciary. Testimony was presented that law school graduates are being hired by large law firms at starting salaries of between \$70,000 and \$90,000 per year. According to the Missouri Bar economic survey, the average net income of lawyers in Missouri is \$145,000 – or \$22,000 more than is paid to Supreme Court justices. It was pointed out that the Missouri bar discounts its rates for dues and continuing education credits to judges because of the substantial differential between public and private salaries. While judges expect that their public service will be rewarded at a lower salary, the difference is becoming too great a sacrifice. This results in economic factors forcing judges to leave the system. Of as great importance is the fact that highly qualified lawyers do not consider becoming judges because of the great disparity in pay between judicial and private sector salaries.

The Commission heard extensive testimony about the workload of the associate circuit court judges and the circuit court judges. The importance of the associate circuit court judges to the trial court system was highlighted. The possibility of changing to a one tier trial court system by converting associate circuit court judges to circuit court judges was discussed. In addition, the system of assigning judges both within and outside their home counties was explored at length.

The Commission heard about how percentage pay increases had widened the pay differential between the various levels of the judiciary. The widening disparity in salaries creates significant animosity and frustration among the judges according to testimony about the similarity in the associate circuit and circuit court workloads. The disparity in salaries then carries over to retirement benefits that are based on salaries thus furthering the frustration. A plan to close the gap was proposed. The plan would establish the Supreme Court salaries. Appellate judges would be paid \$5,000 less, circuit court judges \$10,000 less, and associate circuit court judges \$15,000 less than the Supreme Court judges. In addition, the Commission heard testimony that encouraged it to recommend salary increases to catch up for the two lost years where no pay plan was provided for judges.

Sen. Goode suggested that the Commission recommend no pay raise for elected officials, the judiciary, or the legislature because of the severe budget situation facing the state. In addition, he argued that there are always more than sufficient high quality candidates seeking judgeships when they become available. He also questioned whether the workload of rural county associate circuit court judges justified higher salaries. Several judges testified that because of the growing complexity of cases, the increasing workload, and the system of assigning judges outside their jurisdictions that the workload justified higher salaries.

November 16, 2000 – Jefferson City – Final compensation schedule established

The Commission met to finalize the compensation schedule that would be delivered in accordance with Article XIII Section 3 of the Missouri Constitution.

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Compensation Schedule

Per Diem Expense Allowances:

Legislation was passed several years ago that provides that the General Assembly receive a rate not to exceed 80 percent of the federal per diem for Jefferson City. That rate is adjusted annually. The Commission believes that this rate is appropriate. The Commission's compensation schedule provides that the rate continue to be set at 80 percent of the federal per diem for Jefferson City.

The Commission did not receive any testimony about the per diem mandated by Section 476.380 RSMo for attendance at the annual Judicial Conference. During the 1999 legislative session a bill was passed that requires the state to pay a judge's actual and necessary expenses. Barring any testimony, the Commission's compensation schedule maintains the current practice.

Mileage Allowances:

The state mileage allowance is set at three cents less than the federal rate. Currently, the state rate is 33.5 cents per mile and is adjusted annually. The Commission's compensation schedule maintains the three cent differential.

Salary Rates:

The Commission must establish a schedule of salaries for the statewide elected officials, the General Assembly, and various levels of the Judiciary - from an Associate Circuit Court Judge to a Supreme Court Judge. In doing so, we are mindful of the fact that the adjustments to any of the salaries covered by the Commission have a cost to Missouri taxpayers. However, the full cost of the salaries paid to the positions covered by the Commission is very small in terms of the state budget -- just six-tenths of one percent of the general revenue budget in Fiscal Year 2003. The Commission also acknowledges that the individuals holding these positions are given the responsibility to lead our state government and make decisions affecting all Missourians. These positions lead our state in providing for education, public safety, health care, and many other critical functions for Missourians. The Commission also believes that appropriate salaries are necessary to recruit a diverse, cross section of Missouri's citizens to fill these challenging jobs. Accordingly, in setting a schedule of salaries for these positions for Fiscal Years 2004 and 2005 the Commission has striven to achieve a middle ground that is evenhanded in its treatment of individuals holding these positions while best serving the requirements of and maximizing the benefits to the Missouri citizenry.

General Salary Adjustment

The Commission recognizes that there are other entities making pay increase recommendations for state employees to the Governor and General Assembly. The Personnel Advisory Board and the Missouri Commission on Total Compensation have worked cooperatively in past years to develop a consistent approach to pay increases across all state agencies for all state employees. The Commission recognizes that this effort had been quite successful in addressing compensation issues until the budget problems of the past two years prevented salary increases for Fiscal Year 2002 and Fiscal Year 2003. The Commission reviewed the pay increase recommendations for Fiscal Year 2004 made by the Personnel Advisory Board and the Missouri Commission on Total Compensation. The general recommendations applicable to all state employees include:

- 3.8 percent for a general structure adjustment. This adjustment reflects an average of several indexes used by the state to estimate inflation, the cost of living, and what other employers expect in terms of wage increases.
- One or two within grade steps to adjust salaries to the marketplace. This adjustment is recommended by the Personnel Advisory Board and the Missouri Commission on Total Compensation as a means of gradually bringing state employees up to the market rate paid by other employers. Each step averages about two percent for state employees.

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The Commission, after careful consideration, approved a compensation schedule that provides for a 5.8 percent increase for both Fiscal Year 2004 and Fiscal Year 2005 for statewide elected officials and the General Assembly – 3.8 percent for a general structure adjustment and 2.0 percent equivalent to one within grade step. The Commission's compensation schedule is not intended to be added on top of any other general, uniform increase given to other state employees. Nor does the Commission intend that any general, uniform increase be added on top of the compensation schedule.

Health Care Costs

A number of witnesses told the Commission about the substantial increases in the cost of health care on state employees over the past several years. With multi-year increases in health care ranging well into the double-digits at the same time that salaries have been frozen, state employees, and the groups covered by our review, have in reality suffered net pay cuts. The Missouri Commission on Total Compensation also has reviewed this issue and recommends full funding of budget requests for any increase in health care costs in Fiscal Year 2004. The Citizens' Commission on Compensation for Elected Officials is quite concerned that health care cost increases undermine any salary adjustments it recommends and supports full funding of those increases as well.

Judicial Salaries

The Commission must set the salaries for the various levels of the Judiciary - from an Associate Circuit Court Judge to a Supreme Court Judge. The Commission heard testimony about the fact that the judicial system competes in the marketplace for talented judges. We learned that law firms in Missouri are hiring top young lawyers right out of law school at salaries between \$70,000 and \$90,000. The testimony provided to the Commission emphasized that judges expect lower salaries for public service. However, the Commission heard in its public hearings that the degree of disparity is a major consideration for a person considering a decision to become a judge. The testimony indicated that the difference between the salary that a lawyer can make in private practice and a judge's salary cannot be too great without affecting the quality of those seeking judgeships. The Commission believes that it is essential that high quality individuals with experience be recruited to be judges. Otherwise, the quality of justice for Missourians will suffer.

The Missouri citizenry must have a judicial system of which they can be proud. Justice is best served with a judiciary with the ability to know the law, analyze the law, and apply it fairly and consistently. Judges set the tone for a model of excellence among the practicing bar. High judicial standards raise the level of the entire legal system as lawyers practicing before the bar perform at a high level. Thus, the entire system of justice, clients, and citizens harvest the benefits. Judges must possess compassion, understanding, and the common sense necessary to provide a sound judicial decision. To recruit and retain such persons requires fair compensation.

The Commission recognizes the importance of the Judiciary and recommends a \$6,000 increase in the base salary for both Fiscal Year 2004 and Fiscal Year 2005.

Supreme Court

The Commission also recognizes the additional service to Missouri provided by the Chief Justice of the Supreme Court. The Commission's compensation schedule provides an additional \$2,500 in compensation for both Fiscal Year 2004 and Fiscal Year 2005 as is current practice.

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General Assembly

The Commission recognizes that the duties of a legislator are difficult, time consuming, and far outweigh the length of service generally associated with being in session. Legislators make a substantial commitment to address constituent's needs at all hours of the day and over the course of the entire year. We also recognize that these duties vary considerably amongst legislators with periodic peaks and valleys.

For Fiscal Year 2004 and Fiscal Year 2005, the Commission's compensation schedule provides for a continuation of the additional compensation given the seven traditional leadership positions in the legislature (Speaker of the House, President Pro Tem of the Senate, Speaker Pro Tem of the House, Majority Floor Leader of the House, Majority Floor Leader of the Senate, Minority Floor Leader of the House, and Minority Floor Leader of the Senate).

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The Future of the Commission

The members of the Commission worked very hard this year and in 2000 to meet the obligations established in the state constitution and entrusted to us by Missouri's voters. When a member accepts an appointment, whether it is from the Secretary of State, the Supreme Court, or the Governor, a commitment is established to spend the time necessary to participate in the process and deliver thoughtful, sensible recommendations. For two years members take time from their own jobs and personal lives to travel across the state to attend public hearings and other meetings of the Commission. Members review data, information, and testimony gathered at the public hearings. Members direct the Office of Administration to conduct research into salary and benefit issues. Due to the volunteer efforts of the members all of this takes place and a report is delivered for about \$20,000.

The current Commission delivered what it considers to be reasonable and appropriate recommendations this year and in 2000. The recommendations of the Commission were ignored and criticized in 1996, 1998, and 2000. Members of the Commission recognize that this year's recommendations may receive the same fate. If that is the case then it is clear that the current constitutional provisions are not working and will not work. The Commission recommends that the General Assembly either:

- a. Change the structure of the Commission so that the recommendations are binding upon the General Assembly and stand appropriated, or
- c. Abolish the Commission.

Members of the Commission do not believe that in 1994 Missouri's voters approved creation of the Citizen's Commission on Compensation on Elected Officials expecting that it would fail to achieve its purposes. Nor do the members believe that the voters expect the political wrangling over the Commission's recommendations to permanently prevent statewide elected officials, and members of the Judiciary and General Assembly from ever receiving any salary increase. However, the existence of the Commission and its recommendations have been used to foment antipathy for salary increases. The members of the Commission believe that some method of providing regular salary increases for statewide elected officials, the Judiciary, and the General Assembly is necessary to ensure that a diverse, high-quality group of individuals is willing to take these important jobs. Decisions by the individuals holding these positions affect every Missourian.

We believe that the voters should be given the opportunity to make changes to, or abolish, the Commission at the general election in August 2004. If the Commission is not abolished until November 2004 the Secretary of State, Governor, and the Supreme Court will have to start the process again in two years to enable the Commission to complete its public hearings and submit its recommendations by December 1 in accordance with the current constitutional provisions.

When government tries an activity that does not work it should be eliminated. Continuation of the Commission and the reaction to its recommendations only serve to bring state government into disrepute with Missourians. It is unfair to our citizens and the members of the Commission who take time out of their lives to serve the state to continue this process.

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MISSOURI CITIZENS' COMMISSION ON COMPENSATION FOR ELECTED OFFICIALS COMPENSATION SCHEDULE

Official	Current Salary	Recommended Change FY 2004	Leadership Differential	New Salary FY 2004	Recommended Change FY 2005	Leadership Differential	New Salary FY 2005
<u>Statewide Elected Officials</u>							
Governor	120,087	6,985	0	127,052	7,389	0	134,421
Lt. Governor	77,184	4,477	0	81,661	4,736	0	86,397
Secretary of State	96,455	5,594	0	102,049	5,919	0	107,968
State Auditor	96,455	5,594	0	102,049	5,919	0	107,968
State Treasurer	96,455	5,594	0	102,049	5,919	0	107,968
Attorney General	104,332	6,051	0	110,383	6,402	0	116,785
<u>Judiciary</u>							
Supreme Court - Chief Justice	123,000	6,000	2,500	131,500	6,000	2,500	140,000
Supreme Court Justice	123,000	6,000	0	129,000	6,000	0	135,000
Court of Appeals Judge	115,000	6,000	0	121,000	6,000	0	127,000
Circuit Court Judge	108,000	6,000	0	114,000	6,000	0	120,000
Associate Circuit Court Judge	98,000	6,000	0	102,000	6,000	0	108,000
<u>General Assembly**</u>							
Senator	31,351	1,818	0	33,169	1,924	0	35,093
Representative	31,351	1,818	0	33,169	1,924	0	35,093
Speaker of the House	31,351	1,818	2,500	35,669	1,924	2,500	40,093
President Pro Tem of the Senate	31,351	1,818	2,500	35,669	1,924	2,500	40,093
Majority floor leader of the House	31,351	1,818	1,500	34,669	1,924	1,500	38,093
Minority floor leader of the House	31,351	1,818	1,500	34,669	1,924	1,500	38,093
Majority floor leader of the Senate	31,351	1,818	1,500	34,669	1,924	1,500	38,093
Minority floor leader of the Senate	31,351	1,818	1,500	34,669	1,924	1,500	38,093

* Mileage for all positions is to be indexed to the prevailing State of Missouri - Office of Administration rate.
 ** Per diem is to be indexed at 80 percent of the federal per diem in Jefferson City.

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MISSOURI STATE CONSTITUTION – PUBLIC EMPLOYEES **ARTICLE XIII, SECTION 3**

1. Other provisions of this constitution to the contrary notwithstanding, in order to ensure that the power to control the rate of compensation of elected officials of this state is retained and exercised by the tax paying citizens of the state, after the effective date of this section no elected state official, member of the general assembly, or judge, except municipal judges, shall receive compensation for the performance of their duties other than in the amount established for each office by the Missouri citizen's commission on compensation for elected officials established pursuant to the provisions of this section. The term "compensation" includes the salary rate established by law, mileage allowances, per diem expense allowances.
2. There is created a commission to be known as the "Missouri Citizen's Commission on Compensation for Elected Officials". The Commission shall be selected in the following manner:
 - (1) One member of the commission shall be selected at random by the secretary of state from each congressional district from among those registered voters eligible to vote at the time of selection. The secretary of state shall establish policies and procedures for conducting the selection at random. In making the selections, the secretary of state shall establish a selection system to ensure that no more than five of the members shall be from the same political party. The policies shall include, but not be limited to, the method of notifying persons selected and for providing for a new selection if any person declines appointment to the commission;
 - (2) One member shall be a retired judge appointed by the judges of the supreme court, en banc;
 - (3) Twelve members shall be appointed by the governor, by and with the advice and consent of the senate. Not more than six of the appointees shall be members of the same political party. Of the persons appointed by the governor, one shall be a person who has had experience in the field of personnel management, one shall be a person who is representative of organized labor, one shall be a person representing small business in this state, one shall be the chief executive officer of a business doing an average gross annual business in excess of one million dollars, one shall be a person representing the health care industry, one shall be a person representing agriculture, two shall be persons over the age of sixty years, four shall be citizens of a county of the third classification, two of such citizens selected from a county of the third classification shall be selected from north of the Missouri River and two shall be selected from south of the Missouri River. No two persons selected to represent a county of the third classification shall be from the same county nor shall such persons be appointed from any county represented by an appointment to the commission by the secretary of state pursuant to subdivision (1) of this subsection.
3. All members of the commission shall be residents and registered voters of the state of Missouri. Except as otherwise specifically provided in this section, no state official, no member of the general assembly, no active judge of any court, no employee of the state or any of its institutions, boards, commissions, agencies or other entities, no elected or appointed official or employee of any political subdivision of the state, and no lobbyist as defined by law shall serve as a member of the commission. No immediate family member of any person ineligible for service on the commission under the provisions of this subsection may serve on the commission. The phrase "immediate family" means the parents, spouse, siblings, children, or dependant relative of the person whether or not living in the same household.

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4. Members of the commission shall hold office for a term of four years. No person may be appointed to the commission more than once. No member of the commission may be removed from office during the term for which appointed except for incapacity, incompetence, neglect of duty, malfeasance in office, or for a disqualifying change of residence. Any action for removal shall be brought by the attorney general at the request of the governor and shall be heard in the circuit court for the county in which the accused commission member resides.
5. The first appointments to the commission shall be made not later than February 1, 1996, and not later than February first every four years thereafter. All appointments shall be filed with the secretary of state, who shall call the first meeting of the commission not later than March 1, 1996, and shall preside at the first meeting until the commission is organized. The members of the commission shall organize and elect a chairperson and such other officers as the commission finds necessary.
6. Upon a vacancy on the commission, a successor shall be selected and appointed to fill the unexpired term in the same manner as the original appointment was made. The appointment to fill a vacancy shall be made within thirty days of the date the position becomes vacant.
7. Members of the commission shall receive no compensation for their services but shall be reimbursed for their actual and necessary expenses incurred in the performance of their duties from appropriations made for that purpose.
8. The commission shall, beginning in 1996, and every two years thereafter, review and study the relationship of compensation to the duties of all elected state officials, all members of the general assembly, and all judges, except municipal judges, and shall fix the compensation for each respective position. The commission shall file its initial schedule of compensation with the secretary of state and the revisor of statutes no later than the first day of December, 1996, and by the first day of December each two years thereafter. The schedule of compensation shall become effective unless disapproved by concurrent resolution adopted by the general assembly before February 1 of the year following the filing of the schedule. Each schedule shall be published by the secretary of state as a part of the session laws of the general assembly and may also be published as a separate publication at the discretion of the secretary of state. The schedule shall also be published by the revisor of statutes as a part of the revised statutes of Missouri. The schedule shall, subject to appropriations, apply and represent the compensation for each affected person beginning on the first day of July following the filing of the schedule. In addition to any compensation established by the schedule, the general assembly may provide by appropriation for periodic uniform general cost-of-living increases or decreases for all employees of the state of Missouri and such cost-of-living increases or decreases may also be extended to those persons affected by the compensation schedule fixed by the commission. No cost-of-living increase or decrease granted to any person affected by the schedule shall exceed the uniform general increase or decrease provided for all other state employees by the general assembly.
9. Prior to the filing of any compensation schedule, the commission shall hold no less than four public hearings on such schedule, at different geographical locations within the state, within the four months immediately preceding the filing of the schedule. All meetings, actions, hearings, and business of the commission shall be open to the public, and all records of the commission shall be available for public inspection.
10. Until the first day of July next after the filing of the first schedule by the commission, compensation of the persons affected by this section shall be that in effect on the effective date of this amendment.
11. Schedules filed by the commission shall be subject to referendum upon petition of the voters of this state in the same manner and under the same conditions as a bill enacted by the general assembly.

(Adopted November 8, 1994)

APPENDIX G
SCHEDULE OF COMPENSATION



RECEIVED

DEC. 01 2006

COMMISSIONS DIVISION
SECRETARY OF STATE'S OFFICE

**Report of the
Missouri Citizens' Commission
on Compensation
for Elected Officials**

November 2006

APPENDIX G
SCHEDULE OF COMPENSATION

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Missouri Citizens' Commission on Compensation for Elected Officials

November 30, 2006

The Honorable Robin Carnahan
Secretary of State
600 West Main
Jefferson City, Missouri 65102

Dear Secretary of State Carnahan:

Article XIII, Section 3 of the Missouri Constitution requires that the Missouri Citizens' Commission on Compensation for Elected Officials file a report no later than December 1. The Commission's report is attached and contains the schedule of compensation required.

Sincerely,

A handwritten signature in black ink, appearing to read "Jack Pohrer".

Jack Pohrer
Chairperson

APPENDIX G
SCHEDULE OF COMPENSATION



Missouri Citizens' Commission on Compensation for Elected Officials

November 30, 2006

TO: The Honorable Secretary of State
Robin Carnahan
600 West Main and 208 State Capitol
P.O. Box 778
Jefferson City, Missouri 65102

TO: Revisor of Statutes
Patricia L. Buxton
c/o Director of the Committee on Legislative Research
117-A State Capitol
Jefferson City, Missouri 65101

FROM: Jack Pohrer
Chairman
Missouri Citizens' Commission on Compensation for Elected
Officials

Dear Madam Secretary:

Pursuant to Article XIII, Section 3 of the Constitution of the State of Missouri, I herewith submit and file with your office the report and compensation schedule of the Citizens' Commission on Compensation of Elected Officials. Please see attached the list of the members of the Commission.

We who have had the honor and privilege of serving on this Commission have assumed our duties and responsibilities and have, in the short time allowed for the work of the Commission, made every effort to propose a compensation plan that will address the difficult situation that has existed since 2000 and will address the concerns of those to whom we have a responsibility and an obligation.

Our first allegiance must be to our fellow citizens of Missouri, who have a right to expect a government that attracts the finest public servants with compensation levels that are reasonable, fair, and consistent with the entire government workforce and within the financial means of the State.

We also have an obligation to Governor Matt Blunt who has the responsibility of managing and directing the state's affairs and allocating the scarce resources of the State.

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The Missouri General Assembly must appropriate the financial resources of the State, and we have an obligation to consider carefully the very difficult responsibility this process entails. While we are charged with the responsibility of seeking to establish adequate compensation levels for the leaders of the State, we must also be mindful of the impact our decisions will have, not only on the state budget itself, but also with respect to the general impact our decisions can have on compensation paid regular state employees.

The Commission has the direct and primary obligation to those public servants that fall under the Commission's jurisdiction. In recent years the benefit of a Citizens' Commission has not been apparent to very many and as a result those public servants who can only be compensated under the schedules of these Commissions have endured six consecutive years of no increase whatsoever, while the consumer price index nationwide has advanced in excess of 20%. The Commission is cognizant that its schedule is subject to review by the General Assembly and has adopted a schedule it believes is reasonable under the circumstances and not inconsistent with other demands and obligations of the State.

Finally, the Commission feels a strong obligation to the dedicated members who served on the previous Commissions and whose many donated hours and investment of thought and deliberation did not always yield a positive result. We applaud the work of these fellow Commissioners and bring to our current task their history and experiences.

The Commission's organizational meeting occurred on November 20th, with a report due on December 1st. The Commission set its hearing schedule and proceeded with four public hearings in Jefferson City, Kansas City, St. Louis and Cape Girardeau. A number of witnesses appeared at each hearing and substantial information and recommendations were received. Any citizen or recipient of this report may contact the Office of Administration to obtain additional information with regard to these public hearings.

While there is great sentiment among some members of the Commission to forge ahead and simply set salaries where we sincerely believe they should be to attract the best and brightest to public service, we are constrained by our determination to prudently address inequities and present a plan that meets the objectives of the Governor and General Assembly in the allocation of scarce state resources over a period of time.

We have, therefore, with the goal in mind of submitting a reasonable and fair schedule, agreed to a plan that is basically corrective in nature. In the six years since 2000, the General Revenue budget has seen major reductions in all operating areas and the issue of government salaries has been, by necessity, bypassed in favor of ongoing state obligations and emergency needs. As a consequence of this belt tightening, the General Assembly appropriated increases for all state employees only twice. In 2003, each employee received a \$1200 increase and, in 2006, each employee received a 4% increase.

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The schedule of this Commission calls for a catch-up program for the officials under our jurisdiction whereby they each receive the same increases allowed other state employees during the period 2000 to 2006.

Under the provisions of Amendment 7, passed overwhelmingly by the electorate this November, no member of the General Assembly is to receive any increase until January 2009. Accordingly, the catch-up provisions in the schedule for the executive and judicial branches will be held in abeyance for the General Assembly until January 2009. The Commission's schedule does, however, include the recommendation of previous Commissions that the per diem expense allowance for all members of the General Assembly continue to be set at 80% of the federal per diem.

The Commission is submitting two additional provisions as part of its schedule.

First, for the Fiscal Years beginning in July 2007 and July 2008, any increase in the salary of the average state worker shall be applied to the executive and judicial offices under the Commission's jurisdiction, and beginning in January 2009 the General Assembly shall receive the same increases. For purposes of the Commission's schedule, the "salary of the average state worker" is determined by the pay plan applicable to other state employees generally with all fixed amounts converted to the percentage increase for the average state employee.

Second, each Associate Circuit Judge shall receive a one-time payment of \$2,000 to partially compensate for the Circuit Court duties currently being assumed by Associate Circuit Court Judges throughout the state. The Commission believes that it is in the best interests of the judiciary that the gap between Circuit and Associate Circuit Judges be gradually reduced until full recognition of the increased duties of Associate Circuit Judges is achieved in the level of compensation provided for that office.

In addition to the Commission's schedule, the Commission submits these additional comments and suggestions:

- 1) The state judiciary is currently undergoing critical review and analysis under the direction of the Supreme Court. The issue of allocation of judicial resources and judicial manpower will be reviewed and statutory or constitutional changes pertaining to the judiciary may result. These are issues that may affect compensation levels and may affect the distribution of workload among all judges. The Commission has not acted on future possible changes in this regard but believes that future Commissions will find these reports and changes useful in determining adequate judicial compensation.
- 2) The issue of legislative compensation is very complex and future Commissions may wish to address the basic concept of whether these offices have become full-time positions, considering the annual duties and responsibilities that require legislative attention both in the Capitol and in the legislative districts when the General Assembly is not in general session.

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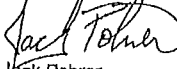
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I also want to publicly express my appreciation to the Office of Administration for the great assistance provided by Deputy Commissioner Rich AuBuchon and his assistant Sara VanderFeltz. They kept us on schedule and were of invaluable assistance.

I will conclude by saying that it has been a great privilege and honor to have served on this Commission and to have served with such a distinguished, dedicated and diverse group of Missouri citizens. The Constitution adopted by the citizens of this state gave the responsibility of determining the salaries of elected officials to this Citizens' Commission, and we have discharged our responsibilities to the best of our ability.

We thank our fellow citizens for this opportunity to be of service to our great state.

Very truly yours,


Jack Pohrer

APPENDIX G
SCHEDULE OF COMPENSATION

COMPENSATION SCHEDULE
APPROVED BY THE
CITIZENS' COMMISSION ON COMPENSATION
FOR ELECTED OFFICIALS

SUMMARY

The following chart summarizes the Commission's recommendations:

OFFICE	CURRENT	+ \$1,200	+ 4%	+ \$2,000 Adjustment for Associate Circuit Judges Only	+ Any Increase in the salary of the average state worker beginning 7-1-07	+ Any Increase in the salary of the average state worker beginning 7-1-08
Governor	120,087	121,287	126,138			
Lt. Governor	77,184	78,384	81,519			
Attorney General	104,332	105,532	109,753			
Other Statewide	96,455	97,655	101,561			
Legislators*	31,351	32,551	33,853			
Supreme Court	123,000	124,200	129,168			
Court of Appeals	116,000	116,200	120,848			
Circuit Judge	108,000	109,200	113,568			
Associate Circuit Judge	96,000	97,200	101,088	103,088		

*Legislators receive no increase until January 1, 2009

I. FOR STATEWIDE ELECTED OFFICIALS BEGINNING JULY 1, 2007

The salary is increased by the \$1,200 and 4% pay increases granted to state employees in recent years.

In addition to the salary specified in the above table, the salary for each statewide elected official shall be increased for the Fiscal Years beginning in July 2007 and July 2008, to the same extent the salary of the average state worker is increased.¹

¹ For purposes of the Commission's schedule, the "salary of the average state worker" is determined by the pay plan applicable to other state employees generally with all fixed amounts converted to the percentage increase for the average state employee.

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To the extent statewide elected officials are entitled to receive any mileage reimbursement, they shall receive the same rate determined by the Office of Administration to reimburse state employees.

II. FOR LEGISLATORS

A. UNTIL JANUARY 1, 2009

The compensation payable to Legislators shall be that being paid on December 1, 2008.

B. ON AND AFTER JANUARY 1, 2009

Effective January 1, 2009, the salary is increased by the \$1,200 and 4% pay increases granted to state employees in recent years.

On that date, in addition to the salary specified in the above table, the salary for each legislator shall be increased for the Fiscal Years beginning in July 2007 and July 2008, to the same extent the salary of the average state worker is increased.

The mileage reimbursement for each legislator shall be the rate determined by the Office of Administration to reimburse state employees.

The per diem rate shall be at 80% of the federal per diem in Jefferson City.

In addition to these amounts, a leadership differential of \$2,500 annually shall be paid to the Representative serving as Speaker of the House of Representatives and the Senator serving as President Pro Tempore of the Senate. A leadership differential of \$1,500 annually shall be paid to the Representative serving as Speaker Pro Tempore of the House of Representatives and to each Senator or Representative serving as the Majority or Minority Floor Leader of the Senate or the House of Representatives.

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III. FOR JUDGES BEGINNING JULY 1, 2007

The salary for each position is increased by the \$1,200 and 4% pay increases granted to state employees in recent years.

Each Associate Circuit Judge shall receive a one-time increase of \$2,000 to reduce the differential between that position and the position of Circuit Judge.

In addition to the salary specified in the above table, the salary for each judge shall be increased for the Fiscal Years beginning in July 2007 and July 2008, to the same extent the salary of the average state worker is increased.

In addition to these amounts, a leadership differential of \$2,500 annually shall be paid to the judge serving as Chief Justice.

To the extent judges are entitled to receive any mileage reimbursement, they shall receive the same rate determined by the Office of Administration to reimburse state employees.

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MISSOURI CITIZENS' COMMISSION ON COMPENSATION FOR ELECTED OFFICIALS

Ms. Erica Gonzales
St. Louis, Missouri 63134

Ms. Jean C. Brunson
St. Charles, Missouri 63301

Mr. David J. Hoelling
St. Louis, Missouri 63109

Mr. Bradley D. Stone
Dixon, Missouri 65459

Ms. Judy J. Turner
Kansas City, Missouri 64112

Ms. Janet S. Kay
Trimble, Missouri 64492

Mr. Larry A. Jackson
Reeds, Missouri 64869

Ms. Lee Anne Roux
Park Hills, Missouri 63601

Mr. Mark T. Welngarth
Hermann, Missouri 65041

Mr. Patrick Barr
Lamar, Missouri 64759

Mr. Herbert Dill
O'Fallon, Missouri 63368

Mr. Michael King
Washington, Missouri 63090

Mr. Jack Pohrer
St. Louis, Missouri 63124

Judge Paul Simon
St. Louis, Missouri 63109

Ms. Rita C. Flake
Jonesburg, Missouri 63351

Mr. Wayne A. Foster
Sumner, Missouri 64681

Mr. John A. Czuba
Macon, Missouri 63552

Mr. Robert J. Barrientos
Kansas City, Missouri 64111

Mr. David R. Henke
Moscow Mills, Missouri 63362

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SCHEDULE OF COMPENSATION

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**Report of the
Missouri Citizens' Commission
on Compensation
for Elected Officials**

November 2008

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SCHEDULE OF COMPENSATION



Missouri Citizens' Commission on Compensation for Elected Officials

26 November 2008

The Honorable Patricia L. Buxton
Revisor of Statutes
c/o Director of the Committee on Legislative Research
State Capitol Building, Room 117-A
Jefferson City, MO 65102

Dear Ms. Buxton,

Article XIII, section 3 of the Missouri Constitution requires that the Missouri Citizens' Commission on Compensation for Elected Officials file a report no later than December 1. The commission's report is attached and contains the schedule of compensation required.

Sincerely,

A handwritten signature in cursive script, reading "Timothy A. Hufker", is positioned above the printed name.

Timothy A. Hufker
Chairperson

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Missouri Citizens' Commission on Compensation for Elected Officials

26 November 2008

To: The Honorable Robin Carnahan
Secretary of State
600 West Main Street
Jefferson City, MO 65102

To: The Honorable Patricia L. Buxton
Revisor of Statutes
c/o Director of the Committee on Legislative Research
State Capitol Building, Room 117-A
Jefferson City, MO 65102

From: Timothy A. Hufker
Chairperson
Missouri Citizens' Commission on Compensation for Elected Officials

Pursuant to article XIII, section 3 of the Missouri Constitution, we submit to and file with your office the report and compensation schedule of the Missouri Citizens' Commission on Compensation of Elected Officials.

It has been a distinct honor for those of us who have been appointed to this commission to serve the citizens of Missouri and to fulfill our responsibilities under the Missouri Constitution. The Citizens' Commission presently consists of 10 members. Nine of us were appointed at random from the registered voter rolls maintained by the secretary of state, with one appointee coming from each of the nine congressional districts; and one member was appointed by the Supreme Court of Missouri.

Former Chairperson Jack Pohrer, whose term ended December 31, 2007, advised that he had contacted the governor's office to determine whether he should continue in office until a replacement was appointed and should begin convening the requisite meetings of the commission. He was advised that his term and those of the other prior gubernatorial appointees had ended and that they were ineligible to continue serving. The commission thereafter proceeded with only those commissioners who had been appointed to current terms under the provisions of the Missouri Constitution.

APPENDIX G
SCHEDULE OF COMPENSATION

Introduction – Page 2

Having accepted the appointment under the provisions of the constitution, each of us was determined to follow the protocols of the preceding commissions and to organize for the purpose of conducting hearings and making the recommendations contained in this report. As chairperson, I am very proud of our diverse group of citizens and their willingness to contribute the time and effort necessary, without compensation, to fulfill our constitutional obligations as commissioners and for the public good. A list of the commission's duly appointed members is included with the attached report.

The members of our commission have had the opportunity to review the work of previous commissions, including those that were organized by executive order in 1977 and 1983. Those commissions, like our own, took their obligations very seriously. Our primary obligation is to the citizens and taxpayers of Missouri to put forth our best efforts to compensate our state's leaders in a fair and equitable way with deference to budget constraints, economic conditions and the ability of the state to sufficiently fund vital services.

Our secondary obligation is to the elected officials of our state in the executive and legislative branches and to the elected and appointed judges who devote their legal careers to public service. This commission has great respect for Missouri's leaders, and it is our goal to recommend compensation levels that will continue to encourage the best people available to consider seeking public office. There are and always will be sacrifices to public service, but compensation levels should not be so low as to discourage the majority of citizens from participation.

Our commission met and held four public hearings in November 2008 and, like all citizens, our members are acutely aware of the enormous economic challenges facing Missouri and our country at this time in our history. We have reviewed the November 17 report of James Moody and Associates regarding the state of Missouri's budget and financial outlook, and it appears that our leaders will face significant challenges in the coming months. At the same time, it is also evident that significant economic and financial incentives on a massive scale are being undertaken at the national level. No one knows what impact these initiatives will have in the short or long term on the economy generally or on Missouri in particular. We are hopeful the results will be fruitful and profound.

We understand the Missouri budget process begins in January and concludes by early May. At that time, much more will be known about the state's financial resources and the state's ability to fund vital services and strategic goals. As a result, the commission's general approach – with one exception – has been to withhold recommendations for base salary increases for any of the offices covered and to recommend only that these offices receive a cost-of-living adjustment equal to the cost-of-living adjustment provided to average state employees for the next two years. If funds are not available for cost-of-living adjustments for average state employees, then they will not be available for the offices covered by this report. When this commission convenes again in 2010, it may be that economic conditions will permit the consideration of justifiable changes in compensation levels based upon relative merit and comparable data.

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Introduction – Page 3

Only with regard to the compensation of associate circuit judges did the commission believe strongly that a repositioning change in salary structure should occur. Statutory changes eliminated their jurisdictional limitations nearly 20 years ago, and in the last 10 years especially, there has been an ever-increasing reliance on the state's associate circuit judges to help dispose of the general circuit court workload. In addition to handling thousands of circuit court cases in the circuit in which they are elected or appointed to serve, large numbers of associate circuit judges also take transfers to overworked circuits in other parts of the state to provide ongoing assistance to help keep Missouri's dockets current.

The commission, therefore, recommends a modest repositioning adjustment of \$1,500 in each of the next two years to reduce the pay differential between an associate judge and a circuit judge to approximately 7 percent, which is approaching the same percentage differential that exists between the other levels of the judiciary. The commission strongly believes this modest change is both deserved and overdue.

The commission also received testimony about the Judicial Conference of Missouri's annual meeting and recommends that judges attending this meeting be provided expense reimbursement at the same per diem rate as members of the General Assembly. The Judicial Conference is a significant component of the judicial branch of government, and all state judges should be encouraged and supported to attend and participate in its meeting, which is important to the effective administration of justice in our state.

With respect to the commission's future deliberations in 2010, we expect we will have more time then to provide careful review of each office covered by article XIII, section 3 and, if financial circumstances warrant, we plan to consider adjustments then based on a variety of factors and criteria.

The executive branch has six offices for which we must recommend compensation, and in some instances, the compensation of the elected officeholder creates a ceiling for all others serving in the office. This can adversely affect recruitment of upper management, particularly those positions requiring individuals with experience and advanced professional degrees. We expect to examine comparable salaries in other states and other in-state positions as we consider appropriate compensation for these six offices.

The legislative branch presents some complex issues pertaining to the time required to attend the General Assembly and to provide service to constituents. Do we have a part-time citizen legislature or something quite different? How does compensation affect citizen interest in seeking these offices? These are questions we hope to explore in the future.

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The judicial branch stands alone in that it prohibits outside income and in requiring both experience and a law degree. Judicial compensation in Missouri has fallen below that in surrounding states and is in the lower third of all states. Twenty years ago, of the applicants for judicial vacancies, generally 80 percent came from private practice and 20 percent from public service, including judges, prosecutors, public defenders and others. Testimony indicates that the current applicant pool has more than reversed, as many in private practice cannot afford the financial sacrifice necessary to become a judge. These will be important considerations for the commission's 2010 deliberations.

On behalf of the commission, we express our appreciation to the law firm of Lathrop & Gage L.C. and attorney Mark Levison for providing guidance in the organization and procedures of the commission. We also appreciate the assistance of the Office of Administration and staff in the three branches of our government.

I have been privileged to serve as chairperson of the commission, and it has been a very rewarding experience to meet and serve with the other members of the commission. I believe we have witnessed our democracy at work with ordinary citizens assuming great responsibility under our constitution and in doing their very best to make a meaningful contribution to effective government in fulfillment of their constitutional obligation.

Very truly yours,



Timothy A. Hufker
Chairperson

APPENDIX G
SCHEDULE OF COMPENSATION

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COMPENSATION SCHEDULE
APPROVED BY THE
MISSOURI CITIZENS' COMMISSION ON
COMPENSATION FOR ELECTED OFFICIALS

I. FOR STATEWIDE ELECTED OFFICIALS

In addition to the salary in effect on February 1, 2009, the salary for each statewide elected official shall be increased for the fiscal years beginning July 1, 2009, and July 1, 2010, to the same extent the salary of the average state worker¹ is increased.

To the extent statewide elected officials are entitled to receive any mileage reimbursement, they shall receive the same rate determined by the Office of Administration to reimburse state employees.

II. FOR LEGISLATORS

In addition to the salary in effect on February 1, 2009, the salary for each legislator shall be increased for the fiscal years beginning July 1, 2009, and July 1, 2010, to the same extent the salary of the average state worker is increased. The increased salary shall not be payable until January 1, 2011.

In addition to these amounts, a leadership differential of \$2,500 annually shall be paid to the representative serving as Speaker of the House of Representatives and the senator serving as President Pro Tempore of the Senate. A leadership differential of \$1,500 annually shall be paid to the representative serving as Speaker Pro Tempore of the House of Representatives and to each senator or representative serving as the Majority or Minority Floor Leader of the Senate or the House of Representatives.

The per diem rate shall be at 80 percent of the federal per diem in Jefferson City.

To the extent legislators are entitled to receive any mileage reimbursement, they shall receive the same rate determined by the Office of Administration to reimburse state employees.

¹ For purposes of the commission's schedule, the "salary of the average state worker" is determined by the pay plan applicable to other state employees generally with all fixed amounts converted to the percentage increase for the average state employee.

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SCHEDULE OF COMPENSATION

Compensation Schedule – Page 2

III. FOR JUDGES

In addition to the salary in effect on February 1, 2009, the salary for each Supreme Court, Court of Appeals, Circuit Judge and Associate Circuit Judge shall be increased for the fiscal years beginning July 1, 2009, and July 1, 2010, to the same extent the salary of the average state worker is increased. Each Associate Circuit Judge's salary also shall be repositioned to account for the responsibilities that have been added to their positions in the past number of years. To accomplish this repositioning, each Associate Circuit Judge's salary shall be repositioned on those dates by being increased by \$1,500 each year prior to calculating any salary increase resulting from the increase based on the increase in the average state worker's salary.

In addition to these amounts, a leadership differential of \$2,500 annually shall be paid to the judge serving as Chief Justice.

To the extent judges are entitled to receive any mileage reimbursement, they shall receive the same rate determined by the Office of Administration to reimburse state employees.

The per diem rate for attendance at the annual meeting of the Judicial Conference of Missouri, not to exceed three days, shall be at 80 percent of the federal per diem in Jefferson City.

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Missouri Citizens' Commission on Compensation for Elected Officials

Members serving terms expiring December 31, 2011

Ms. Elizabeth Banwart
Liberal, Missouri 64762

Ms. Erin Cotter
St. Louis, Missouri 63144

Mr. Gene Danekas
Columbia, Missouri 65203

Judge John C. Holstein, retired
Springfield, Missouri 65810

Mr. Timothy A. Hufker
St. Louis, Missouri 63128

Mr. Danny Judy
Platte City, Missouri 64079

Mr. Marion George McGuinn
Florissant, Missouri 63031

Mr. Cedric Levi Shirley
Aurora, Missouri 65605

Mr. Thomas Theiss
Independence, Missouri 64055

Ms. Mary Lou White
Bismarck, Missouri 63624

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